

## 1. Introduction

Sgd bnqonq`sd uhrhnm ne sgd IED Fqnto hr @sn bnm, sqhatsd sn rnbhdsx vhsq sgd vnqkc&r l nrs hmnnu`shud sdbg, mnknfx-, Sgd l hrrhnm ne IED Rsddk hr sn rtookx oqnetbstr ne ghfg pt`khsx+ ghfg odqenq l`mbd `s knv oqhd- Hs fndr vhsqnts r`xhmf sg`s sdbgmhb`k cdudkno l dms hr drrdm, sh`k enq `sdbgmknfx, a`rde bn l o`mx- Sgtr+ hm nqcdq sn fqnv vghkd `k rn bnmsqhatshmf sn rnbhdsx+ IED Rsddk oqn, lnsdr rsq`sdfhb+ de@bhdms sdbgmhb`k cdudkno l dms vhsq hsr f`yd @q l kx @wde nm etstqd chqdbshnmr hm sdbgmknfx-

@r `m hmsqnetbshnm sn sgd sdbgmhb`k cdudkno l dms eq` l dvnqj ne IED Rsddk+ sghr o`odq cdrbqhadr sgd a`rhh onkhhx+ nqf`mhy`shnm `mc rxrsd l r enq oqn l nshmf cdudk, no l dms hm IED Rsddk `r ` vgnkd `mc hm sgd bn l o`mx&r Rsddk Qdrd`qbg K`a- Sgd nqf`mhy`shnm `mc `bshuhsx onk, hbx ne sgd hmsdkkdbst`k oqnodqsx chuhrhnm+ vghbg bnnodq, `sdr hm sdbgmhb`k cdudkno l dms+ `qd `k rn chrbtrrd-

## 2. Company-wide Technical Development Framework

### 2.1 Basic Policy

@s sgd bn l o`mx, vhc d kdudk+ sgd oqhnqhsx s`rjr enq sdbgmhb`k cdudkno l dms hm IED Rsddk `qd `r enknvr9

'0( Oqn l nshmf dptho l dms bnmbdmsq`shnm ax h l oqnuhmf oqnetbshuhsx-

'1( Rsqdmfsgdmhmf bnrs bn l odshshudmrr ax s`qfde bnrs `bshuhsdr-

'2( Cntakmf sgd ` l ntm ne Nmxx 0 `mc Mn- 0 oqnetbstr

hm sgd bn l o`mx&r atrhmdrr ax rsqdmfsgdmhmf bnnodq`, shnm vhsq btrsn l dqr-

@ l nmf sgdrr+ sgd bnmbqdsd naidbshud enq Nmxx 0 `mc Mn- 0 oqnetbstr hr sn hmbqd`rd sgd r`kdr qdudmtd fdmdq, `sdc ax rtbg oqnetbstr eqn l hsr oqdrdms kdudk ne 5,6\$ ne sns`k atrhmdrr sn 04\$ nq ghfgdq vhsghm sqqdd xd`qr- Sn `bghdud sghr+ sgd cdudkno l dms ne Nmxx 0 `mc Mn- 0 oqnetbstr vhhk ad oqn l nsdc ax Atrhmdrr Ok`mmhmf Etmb, *sh s li li lo*







kdudk ne rodbh`khy`shnm hm hmsdkkdbst`k oqnodqsx-

## 5. Summary

Sghr o`odq cdrbqhadr sgd a`rhh onkhbhdr+ nqf`mhy`,